

Executive Promotion Process - MG

Executive (S23+) Promotion Process INTRODUCTION

In line with our Syensqo Talent strategy and our Top Talents management and development approach, we want at times of career progression to assess the Executives talent profiles against Syensqo's expectations in terms of leadership characteristics. The process below is for managers that who promote an employee for an executive (S23+) roles. For this specific process managers work closely with their SBP and the SBP is in the driving

Note: Managers do not forget that before you initiate the promotion for the employee you need to check and adjust the position and S-grade of position. For more information information on [Position Management, click here](#)

Why do we have a different “promotion process” for executive (S23+) roles?

- Streamline the process on a common platform (align with “Click” model)
- Align with ELT HR biorhythm principles
- Smaller number of users involved in the process
- Align with talent management, talent attraction & succession planning practices

Process for Expatriate employees on assignment

Current Executives on expatriate assignments (~2% of total population) process remains outside of System, please contact the Head of Executive Compensation.

WHAT IS THE PROCESS?

If you are new to Syensqo's Wiki space, you may need to link your Google Drive in order to see embedded documents.

For the instructions [click here](#).